

NEVADA TEACHERS AND LEADERS COUNCIL MEETING

Wednesday, February 18, 2015

9:00 A.M.

Video Conference Locations

Western Nevada College (WNC)
Reynolds Building, RM 102
2201 W. College Parkway
Carson City, NV 89703

<http://www.wnc.edu/location/carson/>

University Nevada Las Vegas
Systems Computing Svcs Bldg., RM 102
4505 S. Maryland Parkway
Las Vegas, NV 89154

<http://www.unlv.edu/maps/campus/SCS>

Great Basin College
McMullen Hall, RM 110
1500 College Parkway
Elko, NV 89801

<http://www.gbcnv.edu/maps/>

PUBLIC NOTICE

The public is hereby noticed that the Teachers and Leaders Council (TLC) reserves the right to take agenda items out of posted order (except that public hearings will not begin earlier than posted times), items may be pulled or removed from the agenda at any time, and items may be combined for consideration. A time for public comment is provided at the beginning and at the conclusion of the meeting. A time limit of three minutes will be imposed by the TLC Chair for public comments, in order to afford all members of the public who wish to comment with an opportunity to do so within the timeframe available to the TLC. The Chair reserves the right to call on individuals from the audience or to allow for testimony at any time. Reasonable efforts will be made for members of the public who have disabilities and require special accommodations or assistance at the meeting. Please call (702) 668-4308, at least five business days in advance so that arrangements can be made. This public notice has been posted at the offices of the Department of Education (NDE) in Carson City and Las Vegas, at the 17 Nevada County School District Superintendents' Offices, at the 17 county public libraries, and at the Nevada State Library and Archives. Notice of this meeting was posted on the Internet through the Nevada Department of Education website at www.doe.nv.gov. The support materials to this agenda will be available at no charge at the meeting and also on the NDE website after the meeting at: http://www.doe.nv.gov/Boards_Councils/Teachers_Leaders_Council/ (under the meeting date referenced above) or by contacting Laurie Hamilton at the Southern Nevada Department of Education Office, 9890 S. Maryland Parkway, Las Vegas, Nevada, 89183 (702) 668-4308.

MINUTES

- 1. Call to Order; Roll Call, Pledge of Allegiance** Dr. Pam Salazar, Chair
9:11 a.m. Chair Salazar called the meeting to order. Pledge of Allegiance recited. Roll call completed with attendance as indicated. Twelve (12) members were present constituting a quorum (nine (9) required.)

Council Members Present

Pamela Salazar, Chair
Veronica Frenkel
Amy Henderson
Jason Sanderson
Vida Bierria
Dena Durish (left 11:02 am)
Gabe Gonzales
Terri Janison
Kim Metcalf (left 11:55 am)
Dale Norton (left 12:10 pm)
Theo Small
Dottie Smith

Absent Council Members

Barbara Barker
Theresa Crowley
Jessie Phee

NDE Staff Present

Kathleen Galland-Collins, Education Programs Professional
Leslie James, Education Programs Professional
Richard Vineyard, Assistant Director
Laurie Hamilton, Assistant to Council

Legal Counsel

Greg Ott, Deputy Attorney General

Public in Attendance

Seth Rau, NV Succeeds
Kristen McNeill, WCSD
Ben Hayes, WCSD
Holly Mercer, WCSD
Dawn Huckaby, WCSD
Irma Pumphrey, CCSD
Patricia Cooper, Sierra NV College
Bill Davis, CCASA
Katie Dockweiler, CCSD
Sue DeFrancesco, RPDP

Melissa Olsen, WSPA
Craig Stevens, CCSD
J.T. Stark, WCSD
Kirsten Gleissner, NWRPDP
Kathleen Vokits, CCSD
Heather Strasser, CCSD
Andre Long, CCSD
Andrea Klafter Raluta, CCSD
Erick Smith, CCEA
Sylvia Tegano, RPDP

2. **New Member Introductions** – Veronica Frenkel and Jason Sanderson both represent School District Boards of Trustees.
3. **Public Comment #1** (*Information/Discussion*) Dr. Pam Salazar, Chair
Carson City
No public comment in North.

Las Vegas

Irma Pumphrey - School Nurses of Nevada

The school nurse members asked that the TLC allow school nurses to develop their own evaluation rubric, and that the rubric be based on national standards established by the National Association of School Nurses and the American Nurses' Association. Many of the states have separate rubrics for school nurses. School nursing is significantly different from the standards of classroom teachers. It is important that school nurses be held to high standards and be accountable to the outlined national standards for safe health care management and practices. The NV school nurses also requested that the evaluation outcomes be measurable and directly related to school nurse practices.

Heather Strasser – School Nurse, Clark County School District

Throughout months of the Other Licensed Personnel (OLP) process, school nurses have cross-walked their national professional nursing standards with the NV Educational Professional Framework (NEPF) standards. They have evaluated other state's practices, listened to experts, and evaluated many options. They have come to the conclusion that NV school nurses need their own comprehensive evaluation rubric based on the national standards of the National Association of School Nurses. The public has the right to expect registered nurses to demonstrate the competencies as outlined by the American Nurses' Association. School nurses have an ethical commitment to be responsible for and meet these standards. They respectfully asked that the legislature grant school nurses an evaluation system that reflects their professional nursing standards.

Dr. Katie Dockweiler – President-Elect, Nevada Association of School Psychologists

The association represents a vast majority of school psychologists in NV. The association wanted to emphasize the need for amendment to NRS 391.460, which currently does not identify the members of Other Licensed Personnel. If the Teachers and Leaders Council (TLC) is going to make standards for OLP, the professions that make up OLP need to be clearly identified in state law. The association asked that TLC put forth a bill draft to amend this law. In addition, the NV school psychologists have a larger concern. School psychologists must abide by high leveraged teacher standards and 50% of their evaluations are based on student outcomes. It is not feasible for school psychologists to provide federally mandated services and simultaneously meet the NEPF standards. No other state holds school psychologists accountable to high leveraged teacher standards. Instead, NV school psychologists recommended, consistently advocate for, and asked for the flexibility to align their evaluation standards with the National School Psychology Standards.

4. Approval of January 21, 2015 Meeting Minutes (*Information/Discussion/For Possible Action*)

Dr. Pam Salazar, Chair

Review of the January meeting minutes was deferred to the March meeting. Chairman Salazar asked that when making comments for the record that TLC members and the public state their name to facilitate creation of the minutes.

5. 2015 Legislative Items for TLC Consideration (*Information/Discussion/For Possible Action*)

Dr. Pam Salazar, Chair

Chair Salazar clarified that the purpose of the meeting was to solidify the ideas that TLC wants to support during the current legislative session, specifically relating to the NEPF. These recommendations are based on extensive work of the TLC and stakeholders over the three year period TLC has been in existence. She gave an overview of the TLC historical and recent discussions related to the agenda topics to be discussed. Chair Salazar stated that what TLC finalizes during the meeting will be the core principal recommendations that go forward to the legislature for implementation of the NEPF.

Chair Salazar called for questions from members.

Member Janison asked if there is a line item in the Governor's budget to fund the technology platform? Member Durish answered: No, not currently. There are no specific bill drafts coming from the Governor's office regarding NEPF.

Member Small asked for consideration of his previous recommendations to narrow the focus of the NEPF in ensuing years of a teacher's evaluation cycle. Ensuing discussion centered on implementation of NEPF and its practical application. Chair Salazar clarified that this item does not need to be added to agenda because during the implementation phase next year, the regulations will have already been established. DAG Ott agreed.

- **Student Outcomes**

Chair Salazar directed members to a powerpoint document for discussion. She led a lengthy discussion about the options for possible extension waivers for student outcomes in the next couple of years in order to collect a consistent data source of student outcomes, establish and implement multiple measures, percentages, weights, etc.

Member Gonzalez made a motion that TLC recommend a request for an extension of student outcomes for two years. Member Janison asked for further clarification to the motion. Chair Salazar added: that use of student outcomes in the evaluation of educators in the NEPF be extended for two

years. Member Gonzalez: Yes. Member Smith asked: Do we need to discuss ideas about weights, flexibility, measures changes before we vote on the motion? Chair Salazar stated that there is no prescribed order for motions and discussion could happen before a vote is taken. Discussion continued about weights, measures, flexibility. Chair Salazar directed group to powerpoint document.

Members engaged in an in-depth discussion in reference to student outcomes, types of multiple measures, weights, implementation, etc., and how these items affect the question for a request for an extension. Dena Durish left meeting. Eleven (11) members present to sustain quorum.

Motion #1

Member Small made a motion that the TLC recommend multiple measures for the student outcome portion of the NEPF, which would include 50% state assessments and 50% from a menu as prescribed in regulations (recommended by TLC to SBE), and district approved assessments which measure student outcomes across content and student levels with approval by the Superintendent of Public Instruction.

Member Janison seconded motion for discussion. Follow up questions and discussion ensued.

Member Norton called for the question. Chair Salazar called for the question that requires a 2/3 vote. All eleven (11) members present voted in favor to call for the question.

Chair Salazar stated: The question on the floor is that we have a motion for approval of a system that is based on 50% state assessments with the same percentages we currently have in place, and 50% would be based on a menu of options from which the district would select that would be approved by the Superintendent of Public Instruction.

Chair Salazar called for the vote. Ten (10) members voted in favor. Member Metcalf opposed. Motion carried.

Chair Salazar moved the discussion to the percentage of student outcomes for a motion, discussion and vote. Member Small went on record and advocated for student outcomes to become no more than 30% of NEPF evaluations. Member discussion followed. Chair Salazar called for a motion on the floor approving the reduction of student outcomes to 40%.

Motion #2

Member Janison motioned to reduce student outcomes to 40%, compared to the current 50%.

Member Metcalf seconded the motion.

Chair Salazar asked if there was discussion. Members discussed possible alternative weighting. Chair Salazar called for a vote on the motion to reduce student outcomes to total 40%. Nine (9) members voted in favor. Members Small and Bierria opposed. Motion carried.

For the record Chair Salazar clarified: We now have student outcomes recommended from 50% to 40% in terms of total weighting. Within the weighting of the now 40%, we split that to 50% and 50%, which translates into 20% for state assessments and 20% for district assessments chosen from a menu of recommended choices to be approved by the State Superintendent of Public Instruction; and to begin in 2016-2017. Chair Salazar asked for a motion to cover the period for which an extension to implement the NEPF student outcomes portion of the evaluation would be recommended.

Motion #3

Member Norton motioned that TLC recommend the delay of the use of student outcomes data to not before the 2016-2017 school year.

Member Gonzalez seconded the motion.

Chair Salazar asked for discussion and then called for a vote on the motion to delay the use of student outcomes until at least 2016-2017. Eleven (11) members approved. No opposition. Motion carried.

Chair Salazar explained the effect of the change to 40% of the student outcome weighting on the Educational Practice Category to 60%. We currently have Instructional Practice / and Professional Responsibilities at 35% and 15%, which requires adjustment to a total of 60%.

Motion #4

Member Janison motioned that if the student outcome weighting is changed to 40%, that TLC recommend the change of the Educational Practice Category to 60%, with Instructional Practice weighting to 40% and Professional Responsibilities weighting to 20%.

Motion seconded by Member Small.

Chair Salazar called for a vote on the motion shifting weights to 60% for the educational practice category, with instructional standards weighting 40% and professional responsibilities standards weighting to 20%. Chair asked for any discussion and called for a vote. Eleven (11) members voted in favor. No opposition. Motion carried.

- **Evaluations for Principal Supervisors**

Chair Salazar stated that this topic has also been discussed frequently and at length based on public comment during the three year tenure of the TLC. She outlined the main question for this topic as: Does TLC want to recommend to the legislature that the NEPF include an evaluation system developed by TLC of supervisors of principals?

Motion #5

Member Small moved that we include in the NEPF an evaluation system for supervisors of principals.

Member Janison seconded the motion.

Chair Salazar called for discussion of the motion that the TLC recommend to the legislature that the NEPF include an evaluation system for supervisors of principals. Brief discussion occurred. Chair Salazar called for a vote. Eleven (11) members approved motion. No opposition. Motion carried.

Chair Salazar asked for flexibility from the Chair due to bill draft timing considerations of the technology platform and funding issues. She added: The TLC has had numerous discussions in regard to the importance of a statewide technology platform and supporting funding; and the critical relationship both have to the successful implementation of the NEPF.

Motion #6

Member Norton made a motion that the TLC take the position with the legislature that the funding for a statewide technology platform is key to the successful implementation of the NEPF; and asks that the State provide budget support to fully fund the platform for the successful implementation of the NEPF.

Member Metcalf seconded the motion.

Chair Salazar asked for further discussion. Hearing none, she called for a vote. Eleven (11) members voted in favor. No members in opposition. Motion carried.

- **Other Licensed Educational Personnel (“Group 3”) Recommendations**

Based on Member Janison’s request to complete this item, Chair Salazar took this topic next for consideration. Chair Salazar directed the group to the last page of powerpoint document for reference. She reiterated the stakeholder involvement, amount of time and depth of discussion that TLC has also devoted to this topic over the past three years. Clarifications were asked for and answered as to what groups could be considered, be defined as, and / or included as OLP / Group 3. Extensive discussion followed as to which OLP groups, if any, may be given consideration for exclusion from NEPF (as TLC defines OLPs, but which are not specified in statute.)

Motion #7

Member Norton made a motion that TLC ask for at least a one (1) year extension to define who is considered OLP under NEPF and to define their evaluation system; and who would not be considered under NEPF and a recommendation that districts continue to evaluate those groups under current district policy.

Member Gonzalez seconded the motion.

Chair Salazar called for further discussion. Hearing none, she called for a vote. Eleven (11) members voted in favor. No members opposed. Motion carried. Member Metcalf left meeting. Ten (10) members remained for a quorum.

- **Probationary Educator Observations vs Evaluations**

Member Norton left the meeting. Nine (9) members remained sustaining quorum. Chair Salazar asked for flexibility to take this item out of agenda order. She detailed the history of the topic and TLC’s intent from the beginning for observation cycles versus evaluations.

Motion #8

Member Janison motioned to recommend a change in statute language to three observation cycles as opposed to three evaluation cycles, as was originally proposed and intended by TLC.

Member Frenkel seconded the motion.

Chair Salazar asked for discussion. Hearing none, she called for a vote. Nine (9) members approved the motion. No members opposed. Motion carried.

- **Other Existing or Proposed Legislation that Council Members Believe May Impact the Business of the TLC**

Due to time constraints, this item was not discussed.

6. Meeting Summary and Future Meeting Agenda Items *(Information/Discussion/for Possible Action)*

Dr. Pam Salazar, Chair

Chair Salazar will report at the March TLC meeting the results of her meeting with the State Board of Education and any direction they may give.

7. Additional Council Member Comments *(Information/Discussion)* Dr. Pam Salazar, Chair

Chair Salazar took this item out of agenda order due to time constraints. Members Frenkel and Sanderson thanked the other members for the great discussion.

8. Public Comment #2 *(Information/Discussion)* Dr. Pam Salazar, Chair

Las Vegas

Sue DeFrancisco – RPDP

Expressed her thanks for the work and thinking TLC did today. She stated it is huge and we so appreciate it.

Carson City

Dawn Huckaby – Chief HR Officer, Washoe County School District

WCSD has a continued concern in evaluating their employees using student outcomes when they do not receive their student outcome data until September. Do they need to go to the State Board of Education and / or legislature with this timeframe concern? She also raised a concern and asked for TLC consideration of their post-probationary, effective and highly effective licensed personnel, having a professional growth year to go deeper into a specific standard or two standards, rather than continue with the core standards.

9. Meeting Adjournment Dr. Pam Salazar, Chair

Hearing no further public comment, Chair Salazar adjourned the meeting at 12:18 pm.